

Resolution 1920R-008

By Directors Woodward

WHEREAS, Milwaukee Public Schools states as its mission that it is a diverse district that welcomes all students and prepares them for success in higher education, post-educational opportunities, work, and citizenship; and

WHEREAS, All humans possess unique, rich cultural histories, backgrounds, and experiences deserving of respect and inclusion; and

WHEREAS, Diversity includes, but is not limited to, differences in race, ethnicity, nationality, gender and gender identity, sexual orientation, socio-economic status, age, physical and/or mental ability, and religious beliefs; and

WHEREAS, Students' cognitive, social, and emotional development are culturally and socially based, thus, creating a more diverse workforce supports the connection between the school and the larger community;

WHEREAS, Efforts to meet the district's goal of academic achievement would be better served if we recruit a diverse workforce that more closely resembles the diversity of the students we serve; and

WHEREAS, The information presented to the Board in January 2019 indicates a lack of diversity in certain work groups, including Para Professional Educational Assistants, Safety and Security, Handicapped Aids, School Psychologists, and School Social Workers, both in the district's current work force and in the applicant pools for these group; and

WHEREAS, For FY19, the teacher workforce was 68% white, 18% Black/African-American, less than 10% Hispanic/Latino and about 4% Asian and other groups; and

WHEREAS, The student body of MPS, by contrast, is approximately 11% white, 52% Black/African-American, 27% Hispanic/Latino, 7% Asian, and 3% other groups; and

WHEREAS, MPS has numerous schools where the racial demographics of students differs significantly from that of the school's staff; now, therefore, be it

RESOLVED, That the Milwaukee Board of School Directors seeks to enrich the education environment by providing students with diverse student-facing faculty and staff; and, be it

FURTHER RESOLVED, That the Administration structure its recruitment efforts in order to cultivate a more diverse workforce which should include, but not be limited to

- a) Showing diversity in recruitment materials;

- b) Targeting graduates or soon-to-be graduates of Historically Black Colleges and Universities;
 - c) Working with community based organizations that serve specific demographic groups;
 - d) Placing an emphasis on recruiting for diversity among Para Professional Educational Assistants, Safety and Security, Handicapped Aids, School Psychologists, and School Social Workers, and Teachers;
- and, be it

FURTHER RESOLVED, That the Administration, in its efforts to recruit, advance diversity by recruiting a pool of candidates whose culturally responsive methods and strategies will enable them to implement practices that promotes awareness of, respect for, and responsiveness to the variety of diverse cultures within the student body; and be it

FURTHER RESOLVED, That all relevant policies, procedures, and handbooks be reviewed to ensure that the recruitment of a diverse workforce is included; and

FURTHER RESOLVED, That the Administration is to provide an update to the Board on its efforts to recruit for diversity by the January 2020 Board cycle.

October 24, 2019